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## INDEPENDENT AUDITOR'S REPORT

To the Minister of Education and Early Childhood Development

### ***Opinion***

We have audited the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for the Halifax Regional Centre for Education (the Entity) for the year ended March 31, 2023 and notes to the schedule, including a summary of significant accounting policies (Hereinafter referred to as the "schedule").

In our opinion, the accompanying schedule for the year ended March 31, 2023 of the Entity is prepared, in all material respects, in accordance with the financial reporting provisions in section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010.

### ***Basis for Opinion***

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "***Auditor's Responsibilities for the Audit of the Schedule***" section of our auditor's report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the schedule in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### ***Emphasis of Matter – Financial Reporting Framework***

We draw attention to Note 1 in the schedule, which describes the applicable financial reporting framework and the purpose of the schedule.

As a result, the schedule may not be suitable for another purpose.

Our opinion is not modified in respect of this matter.



***Responsibilities of Management and Those Charged with Governance for the Schedule***

Management is responsible for the preparation of the schedule in accordance with the financial reporting provisions in section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010; this includes determining that the applicable financial reporting framework is an acceptable basis for the preparation of the schedule in the circumstances, and for such internal control as management determines is necessary to enable the preparation of a schedule that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

***Auditor's Responsibilities for the Audit of the Schedule***

Our objectives are to obtain reasonable assurance about whether the schedule as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the schedule.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.



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- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, slanted style. Below the signature is a long, horizontal, slightly curved line that serves as a flourish or underline.

Chartered Professional Accountants  
Halifax, Canada  
June 22, 2023

## Halifax Regional Centre for Education

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year End of March 31, 2023

Compensation includes payments actually made by the Halifax Regional Centre for Education, which includes service awards/early payouts and deferred refunds if applicable (i.e. cash basis of payment versus accrued compensation) to a person during the fiscal year.

Name	Total Compensation	Name	Total Compensation
Adams, Jennifer	101,503	Briand, Andrea	122,030
Adams, Malik	101,503	Brna, Suzanne	101,503
Aidoo, Kwamena	101,503	Brophy, Gregory	102,038
Albers, Gregory	102,071	Broussard, Jackie	101,949
Amaral, Lee Anne	128,989	Burbridge, Neil	101,503
Amiro, Kristen	110,519	Burton, Catharine	114,557
Andrecyk, Mark	101,503	Butler, Keri	112,922
Andrews, Michelle	117,747	Caines, Pamela	101,503
Ans, Erica	103,662	Cameron, Julie	101,503
Armstrong, John Ross	101,503	Campbell, Craig	128,001
Arseneau, Tara	106,810	Campbell, Kim	124,838
Arseneault, Dale	101,503	Campbell, Rebecca	104,383
Astephen, Cynthia	119,579	Canavan, Trina	113,983
Atkinson, Beryl	107,704	Cannon, Aaron	106,036
Atkinson, Emily	101,421	Carmichael, Jason	113,095
Aucoin, Glenn	101,969	Carruthers, Jeffrey	103,081
Aucoin, Krista	102,581	Casey, Susan	125,028
Aucoin, Susan	106,944	Caume, Robert	117,355
Aucoin, Tara	102,377	Cavanaugh, Moira	120,446
Aucoin-Titus, Nadine	118,011	Chadwick, Janice	107,672
Barnes, Heather	103,329	Chadwick, Kurt	101,503
Barro, Terry	100,027	Chaulk, Jillian	119,511
Barry, Richard	101,503	Chiasson, Leah	108,758
Barter, Todd	114,970	Chisholm, Caitlin	101,503
Bartkiw, Lori	109,208	Cholock-Whitty, Jennifer	108,819
Beattie, Gordon	108,485	Christianson, Carla	116,657
Beeler, Nathan	100,454	Clancey, Regan	104,442
Belliveau, Gilles	102,377	Clark, Sandra	102,114
Belliveau, Maureen	101,503	Clarke, Kelly	114,704
Bennett, Jennifer	101,503	Clattenburg, Mark	100,981
Bennett, Lorna	147,303	Cleary Meagher, Carolyn	107,704
Benson, Kirsten	101,503	Cleary, Thomas	121,778
Betuik, Paul	110,648	Collett, Elizabeth	102,377
Bird, Stephanie	130,445	Colter, Shelley	102,377
Blumenthal, Adrienne	126,884	Colter, Teri	116,554
Bona, Rosaline	120,058	Comar, Robert	112,719
Boudreau, Jacques	101,503	Comeau, Angela	111,716
Boudreau, Meaghan	102,377	Connors, Kelly	100,576
Boudreau, Paul	107,082	Connors, Ryan	103,478
Boudreau, Shauna	102,473	Conrad, Alana	102,275
Bouliane, Catherine	115,636	Conrad, Cheryl Anne	109,734
Bowdridge, Michael	107,704	Conrad, Crystal	107,704
Bowie, Trina	103,065	Conrad, Heather	102,377
Boyce, Craig	102,368	Cookson-Wehbe, Suzanne	117,546
Brace, Mamoona	117,862	Coombs, Timothy	101,503
Bradfield, Nancy	111,400	Cooper, Dale	102,377
Bray, Andrew	106,876	Cooper, Kelly	114,752
Breen, Melanie	114,911	Corbett, Michael	102,732
Brennan, Jeff	101,503	Corkum, Lynn	121,018

## Halifax Regional Centre for Education

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year End of March 31, 2023

Brennan, Tonya	100,454	Corkum, Stephen	121,909
Cosgrove, Michael	109,000	Gallant, Kora Lee	101,503
Costard, Gerard	128,189	Gates, Karen	101,503
Craig, Scott	107,704	Gillespie, Jan	114,738
Crocker, Kelli	102,377	Gillie, Sandy	101,503
Crowe, Jana	114,876	Gillis, Angela	101,503
Crowe, Nicholas	121,290	Gillis, Cindy	102,896
Curran, Kelly	102,377	Gillis, Kelly	101,503
Curry, Jim	105,898	Gorman-Tolliver, Cheyanne	107,638
Da Silva, Renu	101,503	Gourlay, Anne	110,970
Dagnall, Stephanie	101,503	Grad, Ann-Marie	101,503
Daigle, Philip	114,661	Graham, Janice	117,960
Davy, Grant	111,786	Graham-Migel, Janice	101,503
Dawson, Christopher	107,745	Grant, Ashley	102,472
Day, Heather	104,905	Grant-Townsend, Dana	101,503
Daye, Karen	119,511	Gray, Lisa	102,547
De la chevotiere, Nancie	103,301	Greenland, Blair	101,873
Derocher, Rachel	106,041	Greenwood, Lisa	102,022
Desbarres, Carole	113,450	Greer, Steven	100,516
Desmond, April	107,855	Griffin, Adam	114,522
Dexter, Lisa	101,503	Gromick, Barbara	125,166
Dibblee, Diana	100,458	Grouse, Shawn	119,511
Donovan, Lauren	115,963	Haase MacLeod, Divya	111,305
Doucet, Liette	101,503	Hadley, Douglas	120,643
Doucette, Andrea	106,481	Hadley, Jenny-Kate	133,210
Downie, Elizabeth	100,454	Hagerty, Natalie	125,793
Doyle, Camilla	101,503	Hale, Kelly	102,399
Doyle, Holly	100,046	Harley, Michelle	100,734
Doyle, Lynn	102,108	Harrington, Jacqueline	103,349
Doyle, Michelle	108,077	Harris, Colleen	101,503
Doyle, Pamela	102,377	Harris, Elizabeth	107,278
Driscoll, Stephen	118,645	Hart, Dorothy	129,899
Dunn, Laura-Ann	102,393	Hartlen, Matthew	112,589
Ellis, Sharlene	100,359	Hartling, Susan	116,782
Emin, David	115,334	Harvey, Lisa	148,205
Ewing, Angela	101,503	Hawkes, Suzanne	106,074
Fagan, Marie	118,715	Healy, Helen	115,325
Fairbairn, Paula	121,204	Heard, Andrea	101,503
Farrell, Frances	101,503	Hendren, Karin	100,454
Fee, Patricia	105,840	Henman-Poirier, Louise	118,940
Feeney, Jarrett	113,814	Hennigar, Daniel	104,424
Ferguson, Abby	103,772	Henning, Kathryn	113,902
Ferguson, Derek	116,786	Heppell, Janet	101,503
Feron, Ryan	101,503	Hickey, Danette	101,503
Fingerhut, Barry	100,458	Hickman, Scott	119,841
Finley, Neil	105,419	Hillier, Colleen	101,503
Flynn, Kemble	101,503	Hollett, Meaghan	104,397
Foster, Tracy	126,201	Hudson, Karen	126,881
Foubert, Randy	100,473	Hughes, Donna	107,704
Fournier, Dan	116,455	Hulshof, Mark	101,503
Fowler, C. Susan	104,667	Hunt, Amy	124,049
Fraser, Mairi	107,704	Hurley, Ann	102,377
Frost, Grant	107,295	Hurley, James	109,203
Fry, John	112,104	Hutchins, Steve	120,611
Gallagher, Steven	142,795	Iseonor, Valerie	101,503

## Halifax Regional Centre for Education

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year End of March 31, 2023

Jarvis, Denise	107,994	Longard, Katrina	104,753
Jean, Michael	105,417	Lutes, Ryan	127,350
Jennings, Jason	101,503	MacDonald, Charlene	101,503
Jennings, John	101,503	MacDonald, Daniel	107,704
Jennings, Theresa	107,704	MacDonald, Dawn	101,503
Jerrett, Kurt	102,377	MacDonald, Joseph	111,105
Johnson, Constance	107,483	MacDonald, Julia	103,782
Johnson, Tracey	111,160	MacDonald, Ken	125,149
Johnson-McDonald, Anne	115,172	MacDonald, Kerri	101,503
Johnston, J. Kenneth	101,443	MacDonald, Lisa	102,148
Johnston-Macdonald, Denise	113,902	MacDonald, Lori	101,756
Jollymore, Albert	101,503	MacDonald, Michael	111,596
Jones-McKenna, Lisa	101,503	MacDonald, Natalie	102,281
Joseph-Shupe, Rochelle	115,810	MacDonald, Nicholas	103,241
Joudrey, Jodie	106,850	MacDonald, Sean	113,038
Joy, Kelly	116,206	MacDonald, Sherri	106,404
Kaczkowski, Hania	101,503	MacDonald, Turk	101,503
Kalberlah, Dunovan	127,325	MacDonald, Wade	103,832
Kavanaugh, Jamie	113,439	MacDonald, Zeno	102,377
Kavanaugh, Michelle	118,384	MacDuff, Glen	115,780
Keating, Cheryl	102,377	MacEachern, Phillip	112,519
Kelloway, Adrienne	107,202	MacGibbon, Marilyn	122,802
Kelloway, Naomi	110,329	MacGillivray, Brendon	120,485
Kennedy, Joanne	101,503	MacGillivray, Kara	107,281
Kennedy, Laura	101,503	MacIntosh, Laura	107,704
Kenny, Stephanie	102,916	MacIntyre, Leslie	110,285
Khanna, Kavita	130,812	MacIntyre, Norma	108,975
King, Alison	134,761	MacIntyre-Shannon, Valerie	111,315
Kirkpatrick, Joanne	122,869	MacKay, Brenda	104,128
Kline Ayers, Kara	101,503	MacKay, Bruce	110,648
Lake, Holly	102,018	MacKeigan, Charlotte	101,503
Lamont, J. Ryan	125,109	MacKenzie, Angela	102,377
Lamont, Michelle	112,817	MacKenzie, Michael	106,250
Landry, Matthew	100,988	MacKichan, Michael	105,483
Landry, Nicole	101,503	MacKinnon, Maura	102,377
Landry, Tammie	113,902	MacLellan, Alison	103,039
Lang, Erik	101,503	MacLellan, Christopher	108,866
Larade, Carol-Anne	125,816	MacLellan, Lindsay	101,503
LeBlanc, Carolyn	103,259	MacLellan, Natalie	101,503
Leblanc, David	121,773	MacLeod, Angela	105,578
LeBlanc, Kim	102,633	MacLeod, Kelly	128,618
Ledger, Mary	101,503	MacMullin, Shauna	122,293
Lee, Dean	108,975	MacNeil, Andrew	125,793
Lefort, Francis	119,511	MacNeil, Ramona Marie	101,503
Leger, Patricia	119,288	MacNeil, Tanya	114,841
Legere, Miguelle	102,377	MacPhee, Mark	120,830
Legge, Robin	113,815	MacQuarrie, Tracey	101,503
LeRoux, J. Elwin	108,386	MacRae, Ian	102,508
Levo-Harrop, Anne	101,503	Madgett, David	119,230
Liberatore, Nancy	124,154	Madigan, Donna	101,503
Little, Jackie	101,503	Mahaney, Karen	101,503
Little, Paula	109,145	Maillet, Charelle	118,391
Lockhart, Stephanie	109,441	Mailman, Nigel	107,704
Long, Lisa	126,359	Manning, Roxanne	116,336
Mansfield, Lisa	116,781	Munro, John	103,659

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Year End of March 31, 2023

March, Leanne	120,204	Munroe, Trisha	101,503
Marchand, Tracy	111,344	Murphy, Sean	113,902
Marsh, Shawn	111,150	Murray, Jennifer	110,151
Marshall Cormier, Kathy	101,503	Murray, Tammy	100,569
Marsman, Andrea	114,697	Myra, Craig	119,618
Martell, Alanna	101,503	Naugle, Catherine	101,503
Martin, Kerin	108,136	Nelson, Craig	113,454
Martin, Nancy	110,648	Ng-Ivanoff, Cynthia	101,503
Masih, Sabitha	117,519	Nicholson, Jill	101,503
Matthews Coons, Ashley	109,082	Nickerson, Kelly	102,377
McBay, Carrie	103,494	Norris, Timothy	100,980
McCann, Sarah	101,503	Noseworthy, Tiffany	101,503
McCutcheon, Thomas	100,454	Nugent, Ronald	101,503
McDougall, Andrew	103,256	Oakley, Christina	101,503
McFeters, Tracy	101,503	Obeid, Isabelle	120,183
McGowan, Bradley	136,848	O'Brien, David	104,330
McGowan, Trevor	124,905	O'Kroneg, Tracy	139,170
McKay, Heather Ann	118,422	Oliver, Wendy	102,377
McKay, Susan	101,503	Olsen, Donna	107,369
McKenzie, Suzanne	111,616	Olsson, Geoffrey	118,392
McLean, Gail	101,503	O'Neill, Maureen	101,503
McLeod, Keri	100,463	O'Reilly, John	101,503
McLeod, Nancy	101,503	O'Sullivan, Sonya	114,180
McNamara, Leah	110,395	Paddock, Ernest	101,450
McNeil, Andrew	133,210	Page, Miranda	101,503
McNeil, Chrystal	115,737	Paris, Megan	115,363
McNeil, Josh	100,458	Parker, Sarah	108,455
McNeil, Melina	107,704	Peck, Jennifer	100,251
McOnie, Laurie	101,503	Pelly, Crystal	131,119
Meers, Valerie	108,812	Penney, Jared	101,503
Melanson, Brian	103,772	Penney, Luke	107,136
Metherall, Deborah	125,793	Perrin, Garth	107,704
Michael, Heather	101,503	Perry, Rosemarie	101,348
Michaud-Wheatley, Kim	108,612	Peters, Calvin	102,377
Middleton, Mary	104,405	Piccott, Kimberly	101,503
Miles, Sarah	109,946	Poirier, Adele	100,491
Miller, Gary	107,442	Poirier, Lisa	101,503
Miller, Jean	105,975	Pollard, Damion	111,798
Mills Pecknold, Katrina	105,578	Potter, Sandy	101,503
Mills, Jennifer	101,375	Powell, Meaghan	129,593
Mills, Lynn	114,284	Power, Alayne	102,377
Mills, Nancy	101,503	Prime, Beth-Ann	118,213
Mitchell, Carmel	108,070	Procopio, Jocelyn	102,377
Monard, Eartha	127,186	Pugsley-Connell, Andrea	118,058
Moore, H. Lindsay	105,543	Pushie, Rachel	115,321
Moore, Jeanne	102,357	Quinn, Jamie-Lynn	102,111
Morine, LeeAnn	102,377	Quinn, Tracey	108,378
Morrison, Joseph	124,393	Read, Terri	101,503
Morrow, Erin	113,702	Reddick, R. Huntley	113,750
Moser, Erin	100,516	Reed, David	120,406
Moyse, Walter	109,734	Reid, Jacquelyn	106,029
Muldowney-Doran, Karen	108,745	Reynolds, RONALDA	119,541
Mumford, John	103,000	Richard, Christina	102,287
Richardson, Christine	102,314	Sutherland, Ericka	109,893
Rigby, Cynthia	113,224	Sweetapple, Mark	105,842

## Halifax Regional Centre for Education

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year End of March 31, 2023

Robertson, Meghan	101,503	Swinkels, Leon	107,704
Robinson, Lindsay	100,454	Syms, Heather	133,210
Rodgers, Vincent	106,648	Tam, Lily Lai Yin	101,503
Rose, Gabriel	102,720	Taylor, Jamie	102,562
Ross, Jillian	101,263	Taylor, Lisa	109,247
Ross, Rachel	124,838	Teixeira, Gail	101,503
Rossi, Rosalind	106,676	Temple, Andrea	120,755
Rossley, Lisa	101,503	Tetford, Chad	101,503
Rouvalis, Maria	110,285	Thompson, Carolyn	117,528
Rowe, Jillian	107,704	Thompson, Jennifer	102,276
Roy, Janet	111,939	Thorpe, Angela	111,553
Royale, Mark	101,503	Tomie, Susan	138,666
Ruedy, Heidi	101,503	Tortola, Charlie	101,503
Rushton, Joanne	109,426	Toth, Stacey	125,793
Rutledge, Tara	107,502	Trenbirth, Melissa	102,377
Rutledge, Tyler	119,963	Trider, Diana	105,617
Rutley, Ken	111,389	Tsirigotis, Emilie	105,279
Sarka, Kyle	114,085	Tulloch, Sheliah	102,377
Savoury, Mark	105,842	Tully, Ryan	101,503
Schaus, Erin	122,164	van der Weegen, Jennifer	103,005
Schmeisser, Tricia	102,377	Vaughan, Lisa	125,112
Scott, Angela	101,503	Veinotte, Mary	102,377
Senn, Anita	101,503	Verge, Aaron	106,614
Serieys, Matthew	100,458	Voltis, Georgina	101,503
Shay, Brian	101,503	Wadden, Scott	123,283
Shea, Sarah	120,550	Walker, Alison	101,858
Sheehan, Shaun	129,157	Walker, Christopher	107,704
Simony, Timothy	135,309	Walker, Sara	114,470
Skeete, Ivan	119,316	Walsh, Martha	109,103
Skeete, Melodie	108,676	Walsh, Tracy	107,704
Skelhorn, Tanya	102,377	Ward, Rosemary	101,503
Skinner, F. Danielle	101,136	Waterhouse-Campbell, Tina	115,426
Slaunwhite, Laura	100,170	Waterman-O'Connell, Frances	119,541
Slaunwhite, Laurie	100,737	Watt, Bradley	102,377
Smith, Daniel	108,350	Webster, Rachael	120,136
Smith, Jennifer	119,631	Weedon, Amy	119,852
Smith, Lori Lynn	100,963	Welcher, Brian	101,503
Smith, Shelly	113,754	Welcher, Jennifer	101,503
Smith, Troy	101,478	Wells Gallant, Emma	119,571
Starratt, Jason	111,784	Wells, Janice	120,501
Stevens, Natalie	102,807	West, Kellie	115,057
Stevenson, Jason (Dean)	102,868	Wheatley, Kevin	102,377
Stewart, Ian	106,050	White, Gregory	111,185
Stewart, Ron	100,516	White, Gregory	102,405
Stone, Andrew	102,097	White, Paula	101,503
Stone, Rebecca	101,503	White, Shauna	101,503
Strome, Colette	103,834	White, Tracey	101,549
Stuart-Gibson, Amy	101,136	White, Victoria	113,905
Stymest, Noreen	114,370	Wile, Sarah	105,585
Sullivan, Aaron	117,550	Wilkin, Danielle	100,981
Sullivan, Randolph	120,885	Wilkins, Ruth	103,478
Supple, Debbie	101,503	Williams, Albert	117,069
Williams, Amy	101,262	Wyatt-Reichheld, Lynn	112,382
Williams, Chuck	109,242	Wylde, Stephanie	101,301
Williams-Hart, Darcel	119,943	Yerxa-Weeks, Angela	118,932



## Halifax Regional Centre for Education

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year End of March 31, 2023

Wilson, Debra	102,377	Young, Shawn	100,454
Winship, Rosella	112,519	Young, Susan	101,952
Wisn, Angela	101,503	Zawidzki, Pamela	100,458
Wolfe, Karla	113,679	Zelios, Jim	101,503
Wolfe, Stephanie	102,377	Zinck, David	102,377
Wong, Neil	101,503	Zinck, Kelly	100,661
Woods, Andrew	103,156	Zisseron, Tarah	101,924
Wozney, Paul	115,173		
Total Compensation for all employees for fiscal year 2022-2023			488,907,855
Total Expenses for all employees for fiscal year 2022-2023			2,351,630

# Halifax Regional Centre for Education

Notes to the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year Ended March 31, 2023

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## 1. Basis of Accounting

The statement of employees with compensation in excess of \$100,000 has been prepared in accordance with the financial reporting provisions in Section 3 of the Public Sector Compensation Disclosure Act, 2010 (the "Act"). The Act includes a definition of compensation in Section 2(b) as follows:

"Compensation" is defined as a total amount or value of all cash and non-cash salary, wages, payments, allowances, bonuses, commissions and perquisites, other than a pension, pursuant to any arrangement, including an employment contract, and includes, without restricting the generality of the foregoing,

- (i) all overtime payments, retirements or severance payments, lump-sum payments and vacation payouts,
- (ii) the value of loan or loan-interest obligations that have been extinguished and of imputed-interest benefits from loans,
- (iii) long-term incentive plan earnings and payouts,
- (iv) the value of the benefit derived from vehicles or allowances with respect to vehicles,
- (v) the value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation,
- (vi) payments made for exceptional benefits not provided to the majority of employees,
- (vii) payments for memberships in recreational clubs or organizations, and
- (viii) the value of any other payment or benefit prescribed in the regulations.

Significant interpretations of the financial reporting provisions of the Act include:

- (a) The reporting period is the fiscal year ended March 31.
- (b) An employee is considered to be anyone to whom the Entity issues a T4 or a T4A and also includes contractors or consultants that are sole proprietors or incorporated individuals.

### *Compensation*

Compensation is determined in accordance with Section 2(b) of the Act and is recognized on a cash basis for only those employees, contractors and consultants with compensation in excess of \$100,000.